

MERCER COUNTY'S POLICY ON SEXUAL HARASSMENT

The County of Mercer is committed to the principle that sexual harassment of employees is an abuse of authority and constitutes prohibited, unprofessional and unacceptable conduct. Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature when:

A.) Submission to such conduct is explicitly or implicitly made a term or condition of an individual's employment, or

B.) Submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual, or

C.) Such conduct has the purpose or effect of interfering unreasonably with an individual's performance or creating an intimidating, hostile or offensive environment.

The County of Mercer is committed to maintaining a working environment that does not condone acts of sexual harassment. Immediate and corrective action will be taken when cases of sexual harassment are identified in the workplace. All employees will be made aware of this policy against sexual harassment and of the procedures for filing complaints with the County's Office of Affirmative Action when sexual harassment has allegedly occurred in the work place.

An employee must file a complaint within 180 days of the occurrence of the act of discrimination.

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